



NOTES FROM THE:

Chief for Enlisted Matters

by CMS Larry Gonzales, DSN 224-5437

Do you know what our enlisted AFSC is? Is it 6F0X0 (substitute the appropriate skill level for the "X")? How about 6F1X1? Or is it 6F0X1? Sound like a dumb question because the answer is so obvious? Unfortunately, it is not so obvious to some. The correct answer is 6F0X1 and that has been the correct answer since 31 October 1999...about a year and a half ago. That is when the 6F1X1 AFSC was eliminated. The 6F0X0 AFSC (except for Chief Master Sergeants) was eliminated on 31 October 1997. The problem is that these AFSCs continue to show up on official documents such as training records and award nominations among other things. This is just one way that resistance to change manifests itself.

As I've traveled around and talked with officer, civilian, and enlisted financial managers, I have been somewhat disappointed at the level of resistance to changes we have made within FM. There are complaints about the enlisted career field merger, the standard FM organization, and job rotation policies. During his confirmation hearings to become Secretary of Defense, Secretary Rumsfeld stated that his biggest problem ahead was Institutional resistance to change across the board...change is difficult for institutions, but change we must. I found those comments were right on target with what I had been seeing and with the message I was trying to convey, we must change.

Some people objecting to the changes have read the words, but they don't want to understand or accept them. They are quick to say something won't work or is a bad idea without giving the idea a chance to work. Others complain they just never got the word and do not know why the change occurred. They voice this complaint despite the massive amount of information put out in this publication, the SAF/FM website, conferences, briefings at ASMC PDIs, and in other forums. They may not have the information because they have not accepted their responsibility for reaching out to get it. The information is there if you want it.

Here's my point—nothing we have done was decided without a tremendous amount of thought, discussion, input, and more discussion. It is not change for the sake of change. It is change that ensures we continue to provide the support our customers require and deserve. It is change that postures us to support our wartime mission. Instead of fighting change, what we need are financial managers who recognize that change is inevitable or we die as an organization. We need financial managers to embrace change and work to make things better. Are all the decisions we made perfect? Absolutely not, but the way to make them better is to try them and then improve upon them with constructive feedback and alternatives.

In my travels, I have also met some really outstanding people. People with ideas and vision. The kind of people who will make a difference in our future. I encourage managers and supervisors to look for those in their organizations who embrace change, who can take us to the next level. Put these people in responsible positions because they understand that even though change is difficult, change we must.

Aces High Recipients

Feb 01	A1C Olivia Saxton
Jan 01	SSgt Brian P. Mailloux
Nov/Dec 00	SSgt Edward Lawson

Distinguished Graduates from Basic Financial Management Apprentice Course

SrA Tami L. Brady
A1C Louis J. Navarro-Figuero
SSgt Paula Watkins
SSgt Michael C. Nagel
SrA Stacey B. Hamilton
MSgt Sylvia L. Wells
MSgt Gilberto Torres

For more information on these individuals, go to the Enlisted Matters page of the SAF/FM Web Site: <http://www.saffm.hq.af.mil>

